APPROVED

Alma del Mar

Minutes

Board of Trustees Meeting (VIRTUAL)

Date and Time
Friday April 26, 2024 at 9:00 AM

Anti-Racism Statement: Alma del Mar strives to be an anti-racist institution. We seek to dismantle racist and white supremacist structures in pursuit of justice and racial equity. We will fight against racism when we encounter it both within and outside of our school community. We will actively work to ensure that all of our community members, including scholars, families, and staff, feel included, celebrated and empowered. By resisting racism and white supremacy, we will lay the foundation to challenge all forms of oppression.

Trustees Present
C. Bator (remote), C. Holley (remote), D. Melo (remote), D. Prentiss (remote), G. Fortes (remote), J. Korn (remote), M. Bride (remote)

Trustees Absent
A. Cortez, C. Wood, M. Rosario, Y. Dennis

Trustees who arrived after the meeting opened
C. Holley, D. Melo

Guests Present
B. Kurie (remote), T. DeLoach (remote)

I. Opening Items

A. Record Attendance

B. Call the Meeting to Order

D. Prentiss called a meeting of the board of trustees of Alma del Mar to order on Friday Apr 26, 2024 at 9:05 AM.

C. Equity Moment

D. Approve March Board Meeting Minutes

C. Bator made a motion to approve the minutes from Board of Trustees Meeting (VIRTUAL) on 03-29-24.
C. Holley seconded the motion.
The board **VOTED** unanimously to approve the motion.

Roll Call

C. Bator	Aye
Y. Dennis	Absent
M. Rosario	Absent
D. Prentiss	Aye
G. Fortes	Aye
C. Wood	Absent
M. Bride	Aye
C. Holley	Aye
D. Melo	Absent
A. Cortez	Absent
J. Korn	Aye

II. Executive Director Report

A. Dashboard

T. DeLoach reported that leaders are tracking suspension data closely as ISS have increased.

B. Executive Director Report

T. DeLoach shared a recap of the Full Staff Retreat earlier this month. She also highlighted the anticipated retention of staff for the upcoming school year.
C. Holley arrived at 9:10 AM.

III. Academic Excellence

A. Accountability Report 2023

J. Korn presented the 2023 accountability report and shared that academic performance has not returned to pre-pandemic data, but that we are seeing progress and positive trends.

B. Q3 Academic Update

Positives

- Reading growth for K-3 scholars continues to be a strength. This is the second quarter that scholars grew one reading level on average. This quarter had the highest average growth since we've been using this tool, originally adopted in January 2021.
- Ottiwell 5th-8th grade ELA data continues to be very strong, with 72% of scholars passing their exams. This is an increase from 65% in Quarter 2. This bodes well for MCAS performance in those classrooms. 3 of those 4 ELA teachers are returning next year.
- Early elementary math data also remains very strong, with 71% of K-3 scholars passing their math exams.
- **It continues to be true that teachers who stay at Alma the longest produce the best results, so our key strategy around talent remains the correct priority.**

Areas for Improvement

- Middle School math data across the network continues to be our area of most significant concern. We have been working with Jamie Morrison to identity shifts to curriculum and instruction in Q4. These shifts will likely lead to some discrete curriculum redesign for next school year.
- Broadly, Douglass MS scholars perform lower than Ottiwell MS scholars across the board. This is likely due to several factors, including the different make-up of the student bodies (i.e. half of the Douglass MS scholars each year enter in 6th grade), the more novice teachers and leaders at that campus, and the more demanding schedule. We are continually considering programmatic shifts and supports to differentiate for this context.
- 3rd and 4th graders across the network are the scholars who experienced Kindergarten and 1st grade remotely. They continue to demonstrate significant gaps in reading and writing, which shows up in both their STEP and ELA interim data. We are seeing the most progress in their STEP data, but interim results continue to lag.

M. Bride remarked about the correlation between more experienced teachers and the results of their scholars, and the importance of retaining great teachers. She asked about how Alma salaries compare to the local district. T. DeLoach reported that a small gap remains, but we have made progress on closing that gap.

C. Bator noted that teacher salary and other efforts to retain teachers should be a priority with Alma's fundraising efforts.

IV. Development

A. Fundraising Updates

B. Teacher (and Staff) Appreciation Week: May 6th-May 10th

B. Kurie will send information about the donuts and coffee activity for teachers, that trustees are welcome to attend!

Trustees should connect with B. Kurie regarding raffle basket items they would like to contribute, or if they need suggestions for what to include!

V. Finance

A. DRAFT-FY25 Budget

No updates to this draft as we are awaiting updated numbers from DESE. Those should be coming soon.
J. Korn made a motion to approve the FY25 budget pending DESE tuition rates.
M. Bride seconded the motion.
The board **VOTED** unanimously to approve the motion.

Roll Call

D. Prentiss	Aye
G. Fortes	Aye
M. Rosario	Absent
C. Holley	Aye
C. Bator	Aye
D. Melo	Absent
J. Korn	Aye
C. Wood	Absent
A. Cortez	Absent
Y. Dennis	Absent
M. Bride	Aye

B. FY24 Q3 Financials

VI. Governance

A. Board Meeting Time & Format

D. Prentiss reported that Monday has been identified as a preference for most trustees.

10 am or 5/5:30 pm start time - D. Prentiss will connect with trustees one more time to determine which is preferred.

No meetings in July, August or December

B. REDI Plan Work Time

M. Bride raised the question about how to know whether all voices are truly being included and who is at the table when decisions are being made.

Trustees discussed the importance of trust and open communication, while recognizing this work is ongoing and difficult, but everyone must agree to continue to prioritize the equity lens in all decisions.
C. Holley made a motion to approve Alma's Board of Trustees Equity Lens Statement.
M. Bride seconded the motion.
The board **VOTED** unanimously to approve the motion.

Roll Call

M. Rosario	Absent
D. Prentiss	Aye
D. Melo	Absent
C. Wood	Absent
G. Fortes	Aye
Y. Dennis	Absent
C. Holley	Aye
M. Bride	Aye
J. Korn	Aye
A. Cortez	Absent
C. Bator	Aye

D. Melo arrived at 10:05 AM.

C. Strategic Plan Presentation

T. DeLoach presented a slide deck overview of the process for launching our strategic plan.

M. Bride asked whether the plan would include Board Engagement measures.

T. DeLoach shared that a committee may be created as one way to engage stakeholders in the strategic planning process. This could include trustees and other advisors.

D. Prentiss expressed appreciation for T. DeLoach's vision and commitment to this project.

D. Property Purchase

This item was moved to Executive Session as it pertained to:

To consider the purchase, exchange, lease or value of real property if the chair declares that an open meeting may have a detrimental effect on the negotiating position of the public body

VII. Other Business

A. Serving Scholars Experiencing Homelessness at Alma

T. DeLoach shared information about how Alma supports and serves scholars experiencing homelessness.

B. Calendar for School Year 2024-2025

Draft calendar for SY 2024-2025 presented to the Board
190 days scheduled (187 days by Alma's charter) which means 3 built-in snow days

Election Day will be a day off for Alma this year, but not future years.
G. Fortes made a motion to approve the SY 2024-2025 calendar for Alma del Mar Charter Schools.
J. Korn seconded the motion.
The board **VOTED** unanimously to approve the motion.

Roll Call

A. Cortez	Absent
D. Melo	Aye
D. Prentiss	Aye
M. Rosario	Absent
C. Holley	Aye
C. Bator	Aye
M. Bride	Aye
G. Fortes	Aye
Y. Dennis	Absent
C. Wood	Absent
J. Korn	Aye

C. Executive Session

C. Holley made a motion to to discuss strategy and negotiations regarding real estate matters. The Board will adjourn the meeting at the end of executive session.
D. Melo seconded the motion.
The board **VOTED** unanimously to approve the motion.

Roll Call

G. Fortes	Aye
M. Rosario	Absent
C. Holley	Aye
M. Bride	Aye

Roll Call

D. Prentiss	Aye
C. Bator	Aye
C. Wood	Absent
A. Cortez	Absent
Y. Dennis	Absent
D. Melo	Aye
J. Korn	Aye

VIII. Closing Items

A. Adjourn Meeting

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 10:29 AM.

Respectfully Submitted,
B. Kurie

B. For Reference- Board Calendar of Monthly Activities

C. For Reference- Updated Calendar of Meetings for AY23-24

Documents used during the meeting

- April 2024 Board Dashboard.pdf
- E.D. Report 4-26-24.pdf
- Accountability Report 2023.pptx.pdf
- Q3 Academic Update for Board_4.26.24.pdf
- FY25 Budget.Combined Comparison.pdf
- FY25 Budget Combined.pdf
- Salary Reconciliation.FY25 Budget.pdf
- 1.FY24 Q3 Balance Sheet.pdf
- 2.FY24 Q3 Combined P&L.pdf
- Equity Lens for Board Decisions and Committee Work.docx - Google Docs.pdf
- Alma del Mar Strategic Plan Overview_Final.pptx.pdf
- Serving Scholars Experiencing Homelessness at Alma.pdf
- DRAFT 2024-2025 Alma del Mar Calendar.docx